WE KEEP US SAFE FROM ICE

Attacks on immigrants affects workers and employers. Both have rights when ICE goes to a business. It's important that everyone knows their rights so they know when and how to assert them.

KNOW YOUR RIGHTS
ENGLISH, SPANISH, SOMALI

PROTECT YOUR WORKPLACE & COMMUNITY!

1. Make a Plan Ahead of Time
2. Ensure Everyone Knows to NOT TALK to ICE
3. Know Your Rights!

KNOW YOUR RIGHTS IF ICE COMES TO YOUR WORKPLACE

If you are undocumented and ICE officers arrive at your workplace, remember your options and rights:

1. **Stay Calm**
2. **You Have the Right to Remain Silent**
3. **You are Not Required to Show Immigration Documents**
4. **You Have the Right to Contact a Lawyer**
5. **You Do Not Have to Sign Anything**

Scan the AILA QR on the back for details

IF YOU SEE ANY ICE OR OTHER FEDERAL ACTIVITY, REPORT IT TO:

MONARCA HOTLINE: 612-441-2881

Workers have the right to document and film the encounter. ***To have rapid response observers come to witness an ICE raid and document their actions,*** *call the Monarca Rapid Response Line.*

PROTECT
DON'T PANIC

WORKPLACE GUIDES

NATIONAL IMMIGRATION LAW CENTER

AMERICAN IMMIGRATION LAWYERS ASSOCIATION

WHAT TO DO IF IMMIGRATION COMES TO YOUR WORKPLACE

FOR PUBLIC AREAS

- *Anyone – including ICE agents – can enter public areas of a business.*
- *Public areas include: restaurant dining area; parking lot; lobby or waiting area.*
- *Being in a public area does NOT give ICE the authority to stop, question, or arrest anyone.*
- *No one can enter a private area of a business without employer permission or a judicial warrant.*

TIP: To show that some areas are private, mark them with a "Private" sign, keep the doors closed or locked, and have a policy that visitors and the public cannot enter those areas without permission.

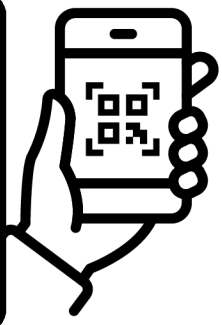
FOR PRIVATE AREAS

- *Immigration agents can enter a private area ONLY IF they have a judicial warrant.*
- *A judicial warrant must be signed by a judge and say "U.S. District Court" or a State Court at the top.*
- *Without a judicial warrant, ICE agents need YOUR permission to enter private areas of your business.*
- *If ICE agents try to enter a private area, you should say: "This is a private area. You cannot enter without a judicial warrant signed by a judge. Do you have a judicial warrant?"*
- *If ICE agents tell you that they have a judicial warrant, ask for a copy and read it. The employer can accept the warrant but still decline to consent to the search.*
- *Sometimes, ICE agents try to use an administrative warrant to enter. But an administrative warrant does NOT allow agents to enter private areas without your permission.*
- *Administrative warrants are not from a court. They say "Department of Homeland Security" and are on Forms I-200 or I-205.*

Scan the QR codes to access resources in multiple languages.

Escanee los códigos QR para acceder a recursos en español.

Iskaan garee lambarrada QR-ka si aad u hesho agabka ku qoran Af-Soomaali.



Important! *This guide is general information. It is not legal advice. It is not tailored to your situation. Talk to an immigration lawyer for advice in your case.*

Sources and resources in multiple languages:

- **National Immigration Law Center (n.d.).** *https://www.nilc.org/wpcontent/uploads/2017/07/EmployerGuide-NELP-NILC-2017-07.pdf*
- **American Immigration Lawyers Association (n.d.)** *Know your rights: If ice comes to your workplace (for employees). Accessed December 15, 2025 https://www.aila.org/library/know-your-rights- if-ice-comes-to-your-workplace-for-employees-1*
- **Immigrant Law Center of Minnesota (n.d.)** *https://www.ilcm.org/immigrationresources/know-your-rights/*
- **Monarca (n.d.)** *https://monarcamn.org/*

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